

Green Training Through Partnerships

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Regional Learning Leader





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Great Lakes Bay Michigan Works!
Chief Executive Officer



Delta Overview – Fall 2008

- **10,924 students**
- **41% of students enrolled full-time**
- **19% of students are first-time college students**
- **3% of students (322) are dual enrolled high school students**
- **16% of students are ethnic minority**
- **66% of students are aged 24 or below**
- **87% of students reside in the Great Lakes Bay Region**



Career and Workforce Programs

- **56% declared a major to enter the workforce**
- **95% of career program graduates are employed**
- **12,400 employees of 47 companies - Corporate Services**
- **Nation's "Top 20" providers of business training**



Great Lakes Bay Region Major Chemical Industry Employers



Dow Chemical

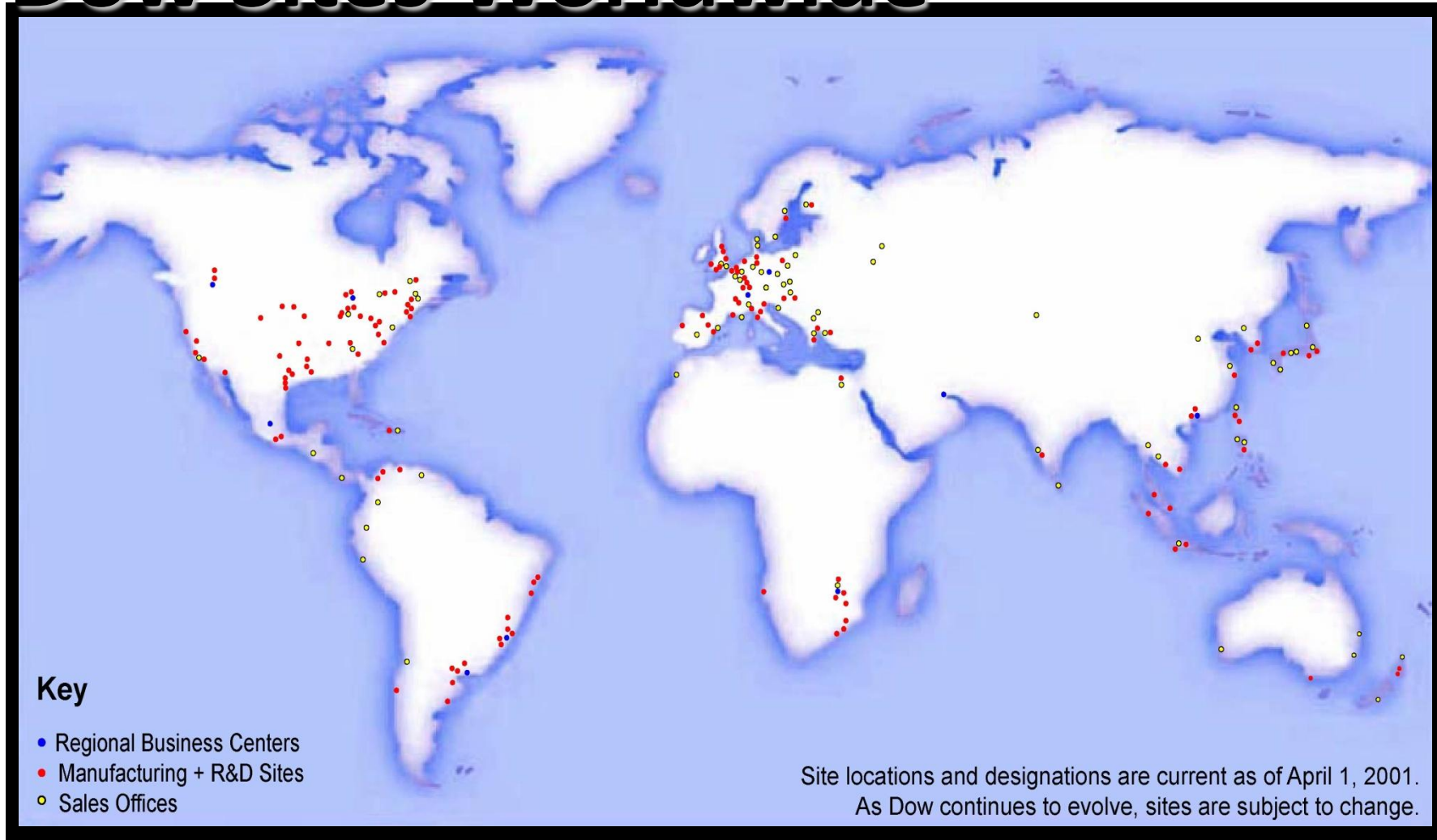


Dow Corning



Hemlock Semiconductor

Dow Sites Worldwide



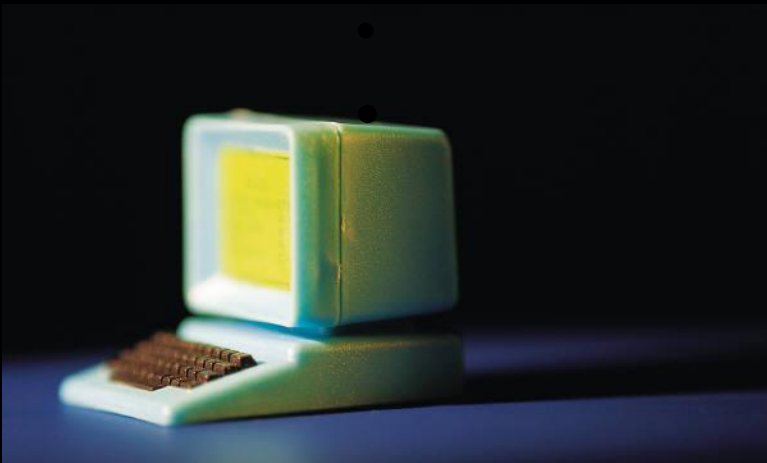
Michigan Operations

- Niche/Value Proposition
 - Location has driven an evolution to Specialty/Performance type products
 - Higher Tech & meeting human needs
 - Strong infrastructure
 - Access to R&D
 - Brownfield designation/Renaissance Zone

2000 Dow employees

800 Operating Technicians

40 businesses



Dow Corning Corporation

- **Global leader in silicon-based technology and innovation**
- **World leader in silicon products research**
- **Joint venture between Corning Glass Works and the Dow Chemical Company**
- **Over 7,000 products and services for over 25,000 global customers**

DOW CORNING

The logo consists of the text "DOW CORNING" in white, bold, sans-serif capital letters on a black rectangular background. Below this is a solid teal-colored rectangle.

Hemlock Semiconductor

- **Global leader in ultra-high-purity polycrystalline silicon for semiconductor and photovoltaic applications**
- **Joint venture of the Dow Corning Corporation, Shin-Etsu Handotai and Mitsubishi Materials Corporation**
- **Over 1,000 employees**
- **Three major expansions in Michigan and additional site in Tennessee**



Twenty
Five (25)
MWA's
in the
State of
Michigan



Great Lakes Bay Michigan Works!

Mission Statement

To strengthen the local economy:

- **By providing assistance to employers that reduces their time, effort, cost and uncertainty in hiring and retaining qualified employees**
- **By increasing the skills and marketability of the local labor force to meet the needs of employers; and**
- **By coordinating with various partner agencies to maximize these services**

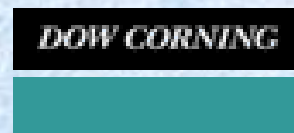
Great Lakes Bay Michigan Works!

Assists the Chemical Industry

- **Assistance with the Michigan Talent Bank**
- **Specialized recruitment**
- **Off site interview facilities**
- **WorkKeys Assessments and Training**
- **No Worker Left Behind Training**
- **Incumbent Worker Training**



Chemical Process Technology



Initial Program Developed with MTU

- **Started in 1995**
- **National Science Foundation \$\$**
- **Chemical Engineering degree – MTU**



Dow's Michigan Operations Talent

- **Michigan Operations is committed to the vision that we today need post secondary level talent (AAS), where secondary level qualifications were once sufficient. Businesses, geographies, and individuals cannot compete globally or long term without advanced skills**

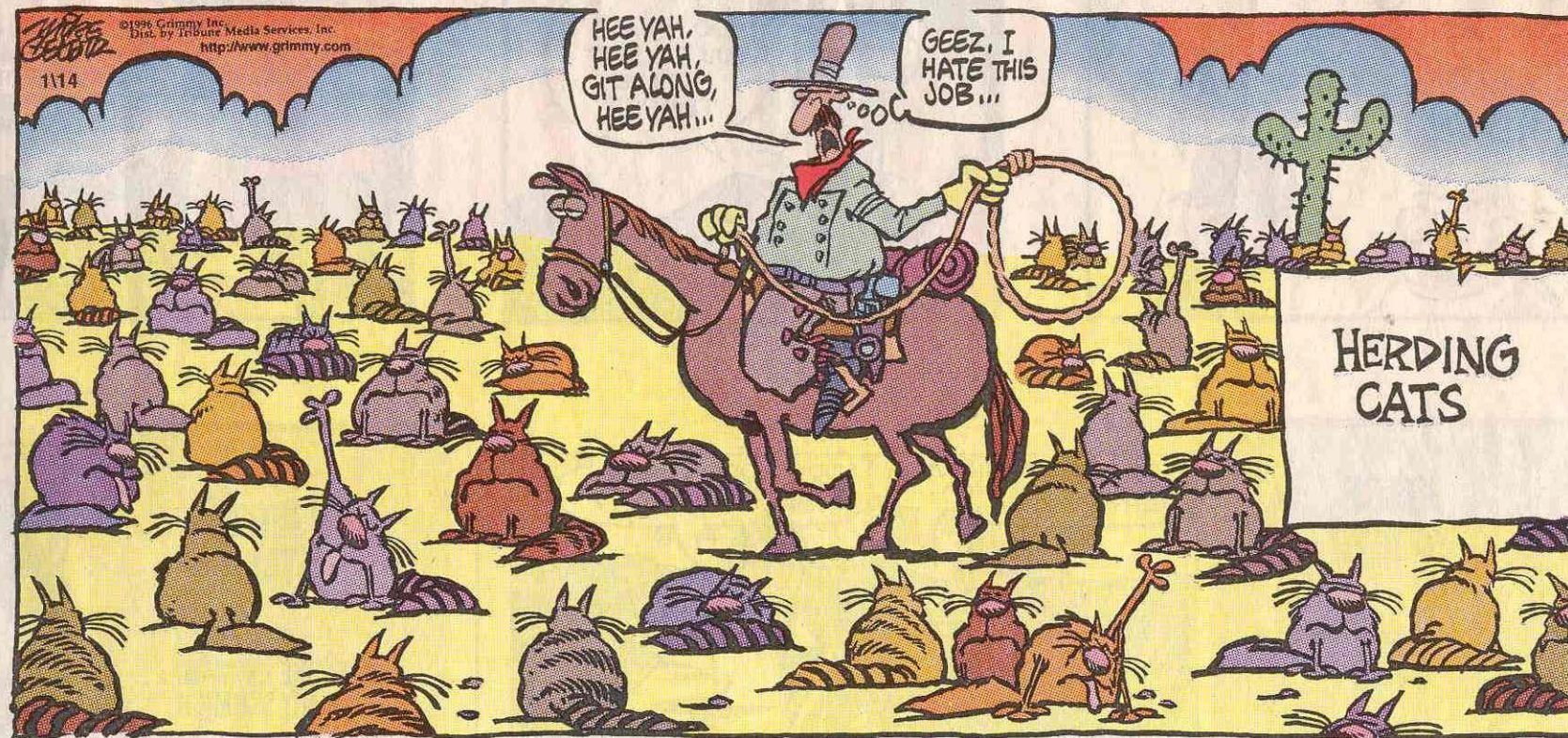


21st Century Qualifications

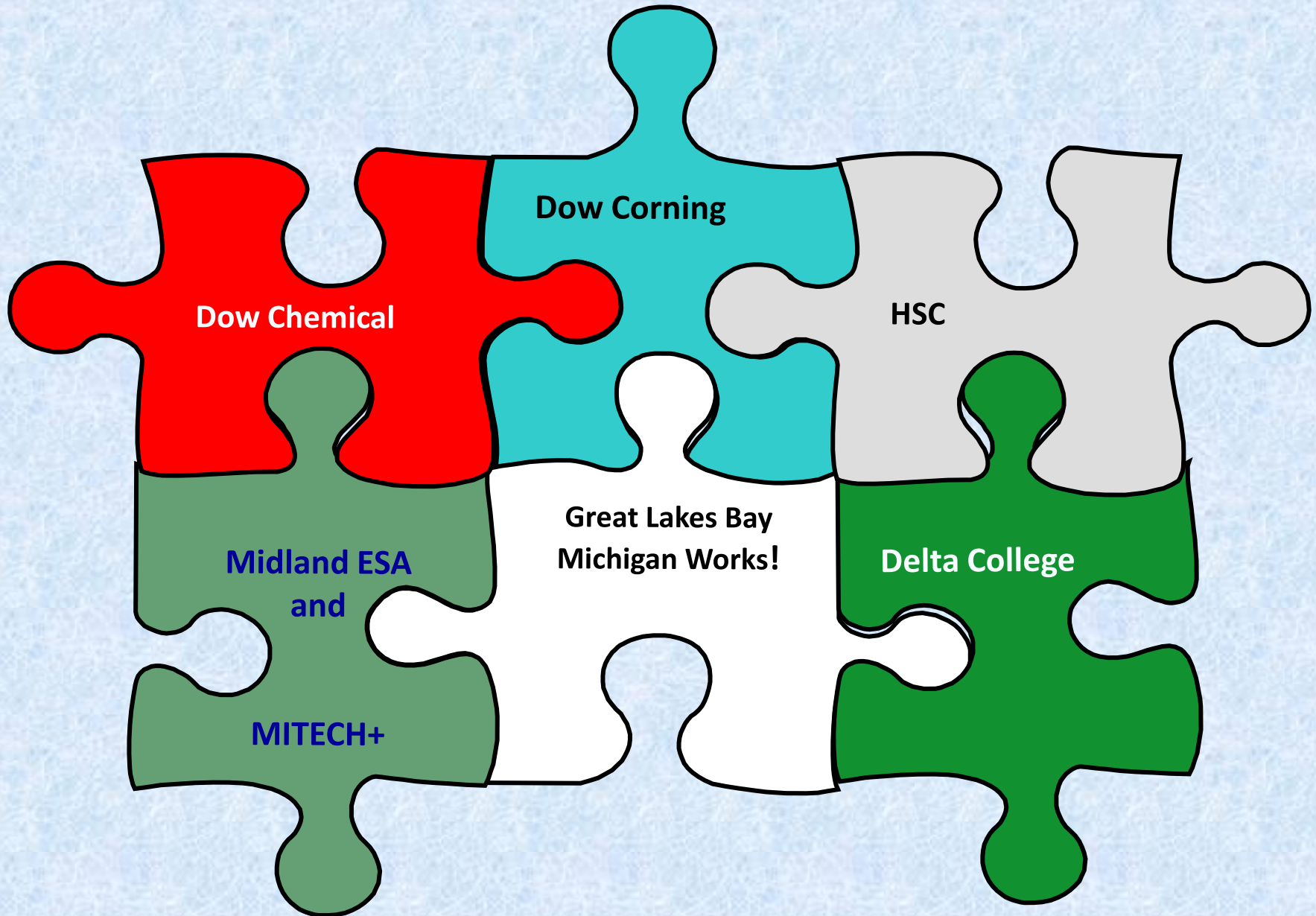
► Credentials for 21st Century Process Technician

- **Gold ACT WorkKeys® CRC from secondary or workforce system, achieve Dow process technician WorkKeys® profile as part of post secondary AAS experience**
 - **Level 6 in Applied Math & Reading for Information; Level 5 in Locating Information, Applied Technology, Observation, and Teamwork**
- **AAS degree in Chemical Processing Technology**
- **Successfully pass CAPT PTEX™ exit exam**





Starting the Partnership





June 2007

Career Awareness Event

- **Industry led**
- **Coordinated by MITECH+**
- **Many Partners**
- **Not a Job Fair**
- **Outstanding Results!**



Fast Start (Internal Duct tape!)

- **Post hire training – AAS level, 4 months**
- **Based on CAPT curriculum**
 - **ISD for adult learning**
- **Classroom and field components**
- **Strong validation and behavioral assessment**



Fast Start Results

- **75% passed national CAPT PTEX certification**
- **Strong correlation with ACT WorkKeys Scores**
- **Delta evaluation awarded 25 academic credits**
- **Established partnership for donation/transfer**





Fast Start Partnership

- Operated when employment demand requires
- Fast Start 16-week, 480-hour accelerated program
- Previous college, training, work experience
- Award academic credit





Program Outcomes

- **17 candidates started and completed**
- **16 completed all academic requirements**
- **75% employed at program completion**



Fast Start



Program Recommendations

- Partners evaluate
- High satisfaction with applicants “hitting the target”
- Ongoing assessment and program revisions

Fast Start #2

- **Average WorkKeys Scores:**
 - Applied Mathematics – 6.8
 - Reading for Information – 6.7
 - Locating Information – 5.7
 - Applied Technology – 4.6
 - Observation – 5.4
 - Teamwork – 4.7



Fast Start #2

- **Educational Attainment:**
 - 10 bachelor's degrees
 - 6 associate degrees
 - 2 journeyman/apprentices
 - 3 military/technical training





Fast Start #2

- **Work Experience**
 - 19 manufacturing experience
 - 5 other technical experience
- **Other Characteristics**
 - 6 veterans
 - 4 females





Keys to Partnership Success

- All partners actively participate
- Open and honest communication
- Mutual respect and professional friendship
- Regional commitment and joint resources
- Agility to respond



Governor Granholm's Visit





Future Partnerships



Michigan Solar Advantage



Hemlock Semiconductor



- **\$1 billion expansion in Hemlock**
- **Create additional 300 jobs**
- **10 mile anchor zone established for solar supply chain**



Dow Corning

DOW CORNING

- **Constructed Solar Solutions Application Center**
- **Develop, evaluate, pilot, and manufacture solar solutions**



Dow Chemical



- Dow Solar Solutions
- \$50 million investment in “building integrated photovoltaic” systems



Human Element – Our Products

Renewable resources - Green !

- Dow Water Solutions – Ion exchange, membranes- clean water and separation technology
- Photovoltaics- solar roof shingles/lights
- Diesel Particulate Filters – ceramic filter medium for cleaner emissions

Human Element – Our Products

Renewable resources - Green !

- Styrene Polymers – lighter, stronger plastic for vehicles for better fuel economy
- Agricultural Products- biotechnology, fermentation for biodegradable and non hazardous insecticides
- Batteries for automotive !!!????

Other Employers

- **Evergreen Solar-\$50 million manufacturing facility investment to produce components for STRING RIBBON™ wafer solar cells**
- **Carbone of America**
- **QuadSil, Inc.-silicone solutions**
- **Merrill Technologies-computer controlled metal fabrication**
- **Fulcrum Composites-manufacturer of advanced sandwich panels and composite structures**

"Think Blue Sky"

Questions

